



FACTORS AFFECTING THE MANAGEMENT OF THINKING SYSTEMS: COMPETENCE, EDUCATION, AND MOTIVATION

Rian Anugrah Firmanto¹

UIN Sulthan Thaha Saifuddin Jambi

e-mail: Faiq090693@gmail.com

Hapzi Ali²

UIN Sultan Thaha Jambi and UBHARA Jakarta Raya,

e-mail: hapzi@dsn.ubharajaya.ac.id

Kemas Imron Rosadi³

UIN Sulthan Thaha Saifuddin Jambi,

Email: Kemasimronrosadi@uinjambi.ac.id

Abstract

Previous research or relevant research is very important in a research or scientific article. Previous research or relevant research serves to strengthen the theory and influence of relationships or influences between variables. This article reviews the factors that affect System Thinking Management, namely: Competence, Education, and Motivation, a literature study of Islamic Education Management. The purpose of writing this article is to build a hypothesis of influence between variables to be used in future research. The results of this literature review article are: 1) Competence affects System Thinking Management; 2) Education affects the Management thinking system; and 3) Motivation affects System Thinking Management.

Keywords: *Management Thinking System, Competence, Education and Motivation*

A. Introduction

The regularity of the universe is a testament to His greatness in managing this realm. However, since the man created by Allah Almighty has been made a caliph on earth, he must manage and manage the earth as well as Allah ta'ala governs this universe. Based on this description, it means that it can be explained that it has become part of human responsibility in terms of regulating, managing the system of his life.

Everything other than the substance of God is called nature. This realm is vast which is entirely named after beings in the sense of something created. What a vast creation of Allah swt. that exists in this world. Among the many creations of God are humans and animals although in one discipline of man and animal it is a term called animal. Humans and animals have different sensory abilities. The basic thing that is the difference between humans and animals is the blessing of reason bestowed by Allah swt. to man and the ability to think that allows man to study and research various things and events, and is able to draw conclusions inductively, as well as make conclusions deductively.

And to know the truths and various postulates and arguments, a correct way of thinking is needed (*tafakkur*). If the way of thinking is wrong then the object and result (*natijah*) that he understands will also be wrong (Ismail, 2014). For a Muslim person who is guided by the Qur'an and hadith, there are many postulates that show to use reason for humans. One of the guidelines of Muslims is the Qur'an, not a verse that encourages humans to use reason. Herein lies one of the glory of man compared to the creatures

A system is a unity consisting of components that are integrated and processed to achieve goals (Gordon, Puxty, 1990). The part of a system that carries out a function to support efforts to achieve goals is called a component. With the existence of a system consisting of learning component components, each component has a special function. The systems approach is the sum sum of the parts that work together to achieve the expected results based on specific needs. According to the state administrative institution: "the system is essentially a set of components, elements, which are interrelated with each other, influence influences and interdependent, so that the whole is an integrated whole or a totality, and has a certain role or purpose.

Systemic thinking, which means seeking and seeing everything has a pattern of order and works as a system. For example, if we look at the brain, it will be imagined the nervous system in the human or animal body. When we look at the heart, it will be imagined by the circulatory system throughout the body. Meanwhile systemic thinking is realizing that everything interacts with other things around it, although formally-procedurally it may not be directly related or spatially outside a particular environment. Systemic thinking puts more emphasis on the realization that everything is related in a series of systems. Such a way of thinking is opposite to fragmented-linear thinking (Hürlimann & Hürlimann, 2009). But what we have to realize is that, a person's state of mind, at any moment can change. Sometimes on one occasion, a person thinks about

something and has made a conclusion on what he thought before. But not long after, he returned to thinking and making new conclusions again and so on until the result of a thought was realized through a concrete action. Such changes are humane in nature, commonly influenced or caused by certain circumstances or situations, such as Competence, Education and Motivation.

B. Method

The method of writing this scientific article is by qualitative method and literature review (Library Research). Examine the theory and relationship or influence between variables from books and journals both *off line* in libraries and *online* sourced from Mendeley, Google Scholars and other online media.

In qualitative research, literature review should be used consistently with methodological assumptions. This means that it must be used inductively so as not to direct the questions asked by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory, (A. H. Limakrisna, 2013).

C. Discussion

Based on the study of relevant theories and previous research, the discussion of *this literature review* article in the concentration of Islamic Education Management is:

1. The Effect of Competence on System Thinking Management.

Competence refers to the behavioral dimension of a behavioral role that a person needs to be able to carry out his work satisfactorily. Competencies include behavioral characteristics that can show differences between those who perform highly which in this context concern achievements (Dharma, 2005).

Competence affects System Thinking Management, this is in line with research conducted by (Djuddah et al., 2020)

2. The Effect of Education on System Thinking Management.

One of the life skills that need to be developed through the educational process is thinking skills (Depdiknas, 2002), because a person's ability to be able to succeed in his life, among others, is determined by his thinking skills, especially in an effort to solve problems in life at hand.

Education is the best solution to form a superior mindset (Gumanti.A., 2016). Education must be directed to produce human qualities that are able to compete, in

addition to having noble ethics. Through education, personal abilities, thinking power, and better behavior can be developed. (Barnawi & Mohammad Hasan, 2012)

A person who understands very well the importance of Education, will certainly not waste his time in vain, or will not let his time pass without reading books (Kristiawan et al., 2018). From the above statement, it can be understood that a person will diligently charge himself through seminars, trainings, courses, and other things that can provide added value to his cognitive aspects. He will strive to improve his education to a higher level, not because of a diploma or pride in holding a series of academic degrees, but because of the awareness to continuously improve self-competence. He will also not allow himself to spend time on things that are not or are less useful.

Education affects System Thinking Management, this is in line with research conducted by: (Bungsu & Rosadi, 2020), (Ali & Sardjijo, 2017)

3. The Effect of Motivation on System Thinking Management.

According to Larasati & Gilang quoted by Anggreini, Motivation is an indirect factor in performance, but becomes the most dominant factor over a person. If in work, then motivation is related to work routines, where the position is as positive energy over thought patterns, attitudes, and work behaviors that lead to good task implementation and results (Anggraeni, 2020).

Therefore, it is obvious that motivation becomes a complex factor for oneself, since it will largely depend on passion, persistence, perseverance, and so on to be able to make the best contribution. Aktarina states that spirit is not born by itself, but spirit is proven to be able to lead a person to a mindset that is critical, logical, correct, and able to produce better work (Aktarina, 2019).

Motivation affects the management of system thinking, this is in line with research conducted by: (Harpina et al., 2018), (Zanthy, 2016)

Conceptual Framework

Based on the formulation of the problem, theoretical studies, relevant previous research and discussion of the influence between variables, the process of thinking about this article is as below.

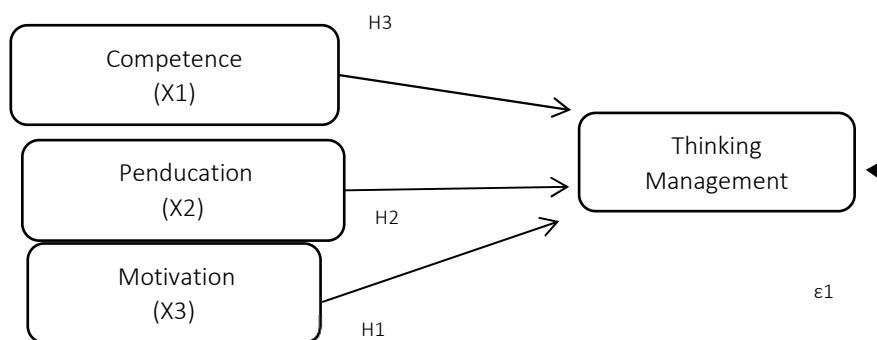


Figure 1: Conceptual Framework

Based on the conceptual framework image above, then: Competence, Education, and Motivation affect the Management of Thinking Systems.

Apart from these three exogenous variables that affect System Thinking Management, there are many other variables that affect it including:

- Commitment: (N. Limakrisna et al., 2016)), (Harini et al., 2020), and (Prayetno & Ali, 2017).
- Environment: (Ali & Sardjijo, 2017), (Mulyani et al., 2020), and (Riyanto et al., 2017)
- Attitude: (Kholisoh & Ali, 2020)

D. Conclusion

Based on the theory, relevant articles and discussions, hypotheses can be formulated for further research:

1. Competence affects System Thinking Management.
2. Education affects the System Thinking Management.
3. Motivation affects System Thinking Management.

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